



MINUTES OF AN OFFICIAL MEETING:

Regular / Special Meeting: Human Resources and Public Safety Committee

Date and Time: Wednesday, August 18, 2021 at 7:00 P.M.

Location: City Hall, North Conference Room, 2000 North Calhoun Road

Members Present: Alderman Bob Reddin, Alderman Gary Mahkorn, Alderman Scott Berg, Alderman Rick Owen, and Alderman Kathryn Wilson.

Members Excused: None.

Others Present: Human Resources Director James Zwerlein, Finance and Administration Director Robert Scott, and Assistant Police Chief Bryan Franckowiak.

1. Roll Call

After noting a quorum was present, Chairman Reddin called the Human Resources and Public Safety Committee to order at 7:03 p.m.

2. Announcements

Chairman Reddin stated the next meeting of the Human Resources and Public Safety Committee will be held on September 29, 2021 at 7:00p.m., if needed.

3. Minutes of the June 9, 2021 Meeting

Alderman Wilson moved to approve the Minutes of the June 9, 2021 meeting. Seconded by Alderman Mahkorn. Motion carried 5-0.

4. Common Council Items

- a. Resolution approving the Federal Bureau of Investigation (FBI) Milwaukee Area Violent Crimes Task Force (MAVCTF) Agreement.

Assistant Chief Franckowiak presented a resolution approving the Federal Bureau of Investigation (FBI) Milwaukee Area Violent Crimes Task Force (MAVCTF) Agreement. This resolution would approve the City of Brookfield to assign one (1) sworn detective to work part-time on the multi-jurisdictional task force. Assistant Chief Franckowiak stated that the mission of the MAVCTF is to identify and target for prosecution criminal enterprise groups responsible for drug trafficking, money laundering, alien smuggling, crimes of violence, robbery, bank robbery, violent street gangs, and civil unrest matters, as well as to intensely focus on the apprehension of dangerous fugitives where there is or may be a federal investigative interest. He further stated a major benefit of this program is the access of federal resources and intelligence on the local level. The MAVCTF will enhance the effectiveness of the federal/state/local law enforcement resources through a well-coordinated initiative seeking the most effective investigative/prosecute of avenues by which to convict and incarcerate dangerous offenders.

Alderman Mahkorn stated that he believed it to be an ideal program of intergovernmental cooperation for the City to be a part of. Alderman Berg requested further clarification on what threshold of crime triggers involvement of this task force. Assistant Chief Franckowiak clarified that for a crime such as a bank robbery would trigger the assistance of MAVCTF, which consists of ten (10) detectives and the FBI.

Aldermen Wilson requested more information on use of force and if civil unrest would entail triggering this task force. Assistant Chief Franckowiak responded that the MAVCTF has its own policy on use of force and MAVCTF would become involved in civil unrest if a federal offense occurred. Aldermen Wilson lastly asked how many hours would the City of Brookfield detective work on this task force. Assistant Chief Franckowiak stated that it will be twenty (20) hours, on average, but, the FBI provides a vehicle and overtime reimbursement.

Alderman Mahkorn moved to approve the resolution approving the Federal Bureau of Investigation (FBI) Milwaukee Area Violent Crimes Task Force (MAVCTF) Agreement. Seconded by Alderman Owen. Motion carried 5-0.

Assistant Police Chief Franckowiak left the meeting at 7:17 p.m.

- b. Resolution approving calendar year 2021 amendments to the Travel and Transportation Expense Reimbursement Financial Policy (Triannual review).

Finance and Administration Director Robert Scott presented a resolution affirming City financial policies regarding travel and training expense reimbursement. All City financial policies are subject to periodic review, and the City travel and transportation reimbursement policy was due for review in 2020 by the HRPS Committee, but was deferred due to the travel impacts of the pandemic. Director Scott stated that due to cost trends and the impact of the pandemic on travel costs, no change is being recommended to the travel policy except an update to the privately owned vehicle mileage rate.

Alderman Mahkorn moved to approve the resolution approving the calendar year 2021 amendments to the Travel and Transportation Expense Reimbursement Financial Policy. Seconded by Alderman Wilson. Motion carried 5-0.

- c. Resolution approving calendar year 2021 amendments to the Vehicle Usage, Mileage Reimbursement, and Auto Allowance Financial Policy (Triannual review).

Finance and Administration Director Robert Scott presented a resolution affirming City financial policies regarding vehicle usage. Director Scott stated that there is only a typographical change to the vehicle policy. Alderman Berg asked what comparable jurisdictions provide in regards to vehicles. Director Scott responded that the City currently has a relatively large fleet of vehicles, so there is less need for employees to utilize their private vehicles.

Alderman Mahkorn moved to approve the resolution approving the calendar year 2021 amendments to the Travel and Transportation Expense Reimbursement Financial Policy. Seconded by Alderman Wilson. Motion carried 5-0.

5. Human Resources and Public Safety Committee Items

- a. 2021 Year-to-Date Review of Health Insurance Experience.

Director Zwerlein presented the Executive Summary contained in the Data Dashboard report provided by the City's Insurance consultant, Willis, Inc. Through July 2021, the health plan ran at 116.4% of budgeted accrual, but this is driven by fifteen (15) claimants with claims exceeding 50% of the \$100,000 Stop Loss Deductible. Discussion item only.

No action taken.

- b. Discussion regarding Health Insurance Cost Drivers.

Director Zwerlein presented the Plan Insights and Efficiencies report provided by Willis Towers Watson. This report explained the three (3) health care costs drivers: participation, efficiency, and cost-sharing are the levers an employer has to influence health care spend and utilization. Participation is defined as

employee and dependent participation. Efficiency is defined as employer population illness burden, member utilization of health care services, pharmacy spend, provider price and practice patterns, and effectiveness of vendor partnerships. Lastly, cost-sharing is defined as program design value and subsidy level. In summary, the report highlights that high cost claimants (over \$100k) account for 46% of claim costs in 2020, six (6) out of eleven (11) claimants are repeat high cost claimants from 2019, and these costs were driven by cancer diagnosis and treatment. This trend is continuing in 2021 with cancer as the primary diagnosis of the top five (5) claimants. The report also highlights that there has been a 16% increase in behavioral health claims and twenty-five percent (25%) of adult members have a chronic medical condition. Committee members discussed the report and offered questions of clarification and possible suggestions to consider upon renewal. Director Zwerlein stated that a staff recommendation will be generated by late October utilizing data through September and possibly mid-October. Discussion item only.

No action taken.

- c. Discussion regarding 2022 Salary Ordinance and Positions Ordinance.

Director Zwerlein explained the 2022 Salary Ordinance Addendum and 2021 Positions Ordinance Amendment will be presented to the Committee late in the year due to upcoming union wage settlements and the CPI, which is currently running at approximately 5.4%. Organizational design change requests from department heads are currently being evaluated and one such request will be presented to the Committee as soon as next month. The Committee will see potential modifications in the Police Department, Fire Department, Public Works Divisions, and Park, Recreation and Forestry Department. Discussion item only.

No action taken.

- d. Brookfield Professional Firefighters' Association and Brookfield Professional Police Association bargaining strategy discussion.*

Alderman Reddin moved to move into Closed Session pursuant to Sec. 19.85(1) (e) Wis. Stats. Seconded by Alderman Owen. Motion carried 5-0.

6. Adjournment

Alderman Owen moved to adjourn from Closed Session. Seconded by Alderman Wilson. Motion carried 5-0. 9:13 P.M.

Respectfully Submitted:

James Zwerlein

Human Resources Department/Human Resources Director